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# *Virginia's Pharmacy Technician Workforce: 2016*

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Healthcare Workforce Data Center

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*10,877 Pharmacy Technicians voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Pharmacy express our sincerest appreciation for your ongoing cooperation.*

***Thank You!***

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# The Pharmacy Technician Workforce: At a Glance:

## The Workforce

Licensees:	14,842
Virginia's Workforce:	13,920
FTEs:	10,533

## Background

Rural Childhood:	40%
HS Degree in VA:	75%
% Work Non-Metro:	14%

## Current Employment

Employed in Prof.:	80%
Hold 1 Full-time Job:	63%
Satisfied?:	91%

## Survey Response Rate

All Licensees:	73%
Renewing Practitioners:	97%

## Education

High School/GED:	59%
Associate Degree:	21%

## Job Turnover

Switched Jobs in 2016:	4%
Employed over 2 yrs:	53%

## Demographics

Female:	84%
Diversity Index:	59%
Median Age:	34

## Finances

Median Inc.:	\$20k-\$25k
Health Benefits:	54%
Under 40 w/ Ed debt:	51%

## Primary Roles

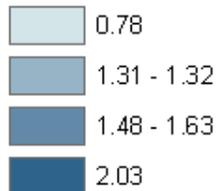
Medication Disp.:	62%
Administration:	4%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

## Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

### FTEs per 1,000 Residents



Annual Estimates of the Resident Population: July 1, 2014  
Source: U.S. Census Bureau, Population Division



10,877 pharmacy technicians voluntarily took part in the 2016 Pharmacy Technician Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for pharmacy technicians. These survey respondents represent 73% of the 14,842 pharmacy technicians who are licensed in the state and 97% of renewing practitioners.

The HWDC estimates that 13,920 pharmacy technicians participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,533 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

84% of all pharmacy technicians are female, including 82% of those pharmacy technicians who are under the age of 40. Overall, 64% of all pharmacy technicians are under the age of 40. Meanwhile, in a random encounter between two pharmacy technicians, there is a 59% chance that they would be of a different race or ethnicity, a measure known as the diversity index. This makes Virginia's pharmacy technician workforce more diverse than the state's general population, which has a diversity index of 55%.

40% of all pharmacy technicians grew up in a rural area, and 27% of these professionals currently work in non-Metro areas of the state. Overall, just 14% of pharmacy technicians currently work in non-Metro areas of the state. Three-quarters of pharmacy technicians earned their high school degree in the state, including 74% of those who graduated high school in the past five years.

59% of all pharmacy technicians earned a high school degree or GED as their highest professional degree, while another 21% have gone on to earn an Associate degree. 39% of pharmacy technicians currently carry educational debt, including 51% of those who are under the age of 40. The median debt burden for those with educational debt is between \$14,000 and \$16,000.

80% of pharmacy technicians are currently employed in the profession, and only 1% of the pharmacy technician workforce is involuntarily unemployed at the moment. 53% of pharmacy technicians have been at their primary work location for at least two years, while just 4% have switched jobs at some point in 2016.

91% of all pharmacy technicians receive an hourly wage at their primary work location. In total, the median annual income for a pharmacy technician in the state is between \$20,000 and \$25,000. 91% of pharmacy technicians indicate they are satisfied with their current employment situation, including 49% who indicate they are "very satisfied".

75% of all pharmacy technicians work in the for-profit sector, while another 15% work in the non-profit sector. Large Chain Community Pharmacies (i.e. pharmacies with more than 10 locations) are the most common establishment type in the state, employing 35% of Virginia's pharmacy technician workforce. The inpatient departments of hospitals and independent community pharmacies are also common establishment types among the state's pharmacy technicians.

A typical pharmacy technician spends approximately three-quarters of her time dispensing medication. In fact, 62% of all pharmacy technicians serve a medication dispensing role, meaning that at least 60% of their time is spent in such activities. The typical pharmacy technician also spends a small portion of her time performing administrative and teaching activities.

52% of pharmacy technicians expect to retire by the age of 65. 14% of the current workforce expects to retire in the next decade, while half of the current workforce expects to retire by 2041. Over the next two years, 8% of all pharmacy technicians expect to leave the profession, while 4% expect to leave the state entirely in order to practice elsewhere. At the same time, however, 22% of Virginia's pharmacy technician workforce expects to pursue additional educational opportunities, and 7% plan to increase their patient care activities.

## Summary of Trends

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With respect to most indicators, there was very little change in Virginia's pharmacy technician workforce in 2016, but there were a few important differences of note during the year. In 2016, there were 14,842 licensed pharmacy technicians in the state of Virginia, which represents an approximately 1% increase from the 14,710 pharmacy technicians who were licensed in the state in 2015. At the same time, Virginia's pharmacy technician workforce increased from 13,834 to 13,920, while the total number of FTEs provided by this workforce rose from 10,327 to 10,533.

The pharmacy technician workforce became a little more diverse in 2016 as its diversity index grew from 58% to 59% during the year. For those pharmacy technicians who are under the age of 40, the diversity index increased from 62% to 63%. However, there appears to be no change in the relative age and gender distributions of the 2016 pharmacy technician workforce.

Although there was no change in the median debt level among those pharmacy technicians who had education debt in 2016, the workforce as a whole was slightly less likely to have education debt at all. In 2015, 40% of all pharmacy technicians held education debt, including 52% of those under the age of 40. In 2016, these figures fell to 39% and 51%, respectively.

The employment situation for Virginia's pharmacy technician workforce seems to have improved during 2016. In 2015, 78% of the state's pharmacy technician workforce was actually employed in the profession at the time of the survey, but this percentage rose to 80% in 2016. At the same time, the involuntary unemployment rate fell from 2% to 1%. The percent of underemployed pharmacy technicians also fell: Throughout 2015, 5% of Virginia's pharmacy technician workforce was underemployed, but this figure fell to 4% in 2016. In addition, the number of pharmacy technicians who held one full-time job increased slightly during the year from 62% to 63%.

Although this strong employment picture did not result in an increase in the median annual income of the state's pharmacy technician workforce, these workers were more likely to receive employer-sponsored benefits. Among those pharmacy technicians who receive a salary or an hourly wage at their primary work location, 54% received health insurance from their employer in 2016, which is up from 52% in the prior year. Those who had access to an employer-sponsored retirement plan also increased from 46% to 47%. Thanks in part to this expanding access to employer-sponsored benefits, the percentage of pharmacy technicians who indicated that they were satisfied with their jobs increased in 2016 from 89% to 90%.

In 2016, pharmacy technicians were slightly less likely to work for a government agency. 8% of all pharmacy technicians worked for a state or local government in 2015, while 4% worked for the federal government. In 2016, however, these percentages fell to 7% and 3%, respectively. Instead, the state's pharmacy technician workforce was slightly more likely to work in the non-profit sector. While only 14% of pharmacy technicians worked for a non-profit organization in 2015, 15% worked for this establishment type in 2016.

There was little change in the retirement expectations of Virginia's pharmacy technicians, but it is now estimated that half of this workforce will be retired in 2041, which is four years lower than the estimate from 2015. However, the degree of this change is probably exaggerated due to the effect of variable binning. Meanwhile, 7% of pharmacy technicians are expecting to leave the workforce over the next two years, which is down from 8% in 2015. At the same time, however, the percentage of pharmacy technicians who expect to pursue additional educational opportunities fell from 23% to 22%.

Finally, pharmacy technicians tended to work more hours in 2016. In 2015, the typical pharmacy technician provided 0.81 FTEs during the year. However, the number rose to 0.83 FTEs in 2016. Over the course of a 50-week work year, this translates into an increase of approximately one extra hour of work per week.

**A Closer Look:**

Licensee Counts		
License Status	#	%
<b>Renewing Practitioners</b>	10,495	71%
<b>New Licensees</b>	1,943	13%
<b>Non-Renewals</b>	2,404	16%
<b>All Licensees</b>	14,842	100%

Source: Va. Healthcare Workforce Data Center

*HWDC surveys tend to achieve very high response rates. 97% of renewing pharmacy technicians submitted a survey. These represent 73% of pharmacy technicians who held a license at some point in 2016.*

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
<b>By Age</b>			
<b>Under 30</b>	1,863	3,212	63%
<b>30 to 34</b>	635	1,794	74%
<b>35 to 39</b>	401	1,367	77%
<b>40 to 44</b>	237	1,023	81%
<b>45 to 49</b>	230	1,024	82%
<b>50 to 54</b>	187	820	81%
<b>55 to 59</b>	131	792	86%
<b>60 and Over</b>	281	845	75%
<b>Total</b>	<b>3,965</b>	<b>10,877</b>	<b>73%</b>
<b>New Licenses</b>			
<b>Issued in 2016</b>	1,271	672	35%
<b>Metro Status</b>			
<b>Non-Metro</b>	498	1,621	77%
<b>Metro</b>	3,095	8,785	74%
<b>Not in Virginia</b>	372	471	56%

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Licensed Pharmacy Tech.**

Number:	14,842
New:	13%
Not Renewed:	16%

**Survey Response Rates**

All Licensees:	73%
Renewing Practitioners:	97%

Source: Va. Healthcare Workforce Data Center

**Response Rates**

<b>Completed Surveys</b>	10,877
<b>Response Rate, all licensees</b>	73%
<b>Response Rate, Renewals</b>	97%

Source: Va. Healthcare Workforce Data Center

**Definitions**

- 1. The Survey Period:** The survey was conducted in December 2016.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2016.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some professionals newly licensed in 2016.

## At a Glance:

### Workforce

2016 Pharm. Tech. Workforce: 13,920  
 FTEs: 10,533

### Utilization Ratios

Licensees in VA Workforce: 94%  
 Licensees per FTE: 1.41  
 Workers per FTE: 1.32

Source: Va. Healthcare Workforce Data Center

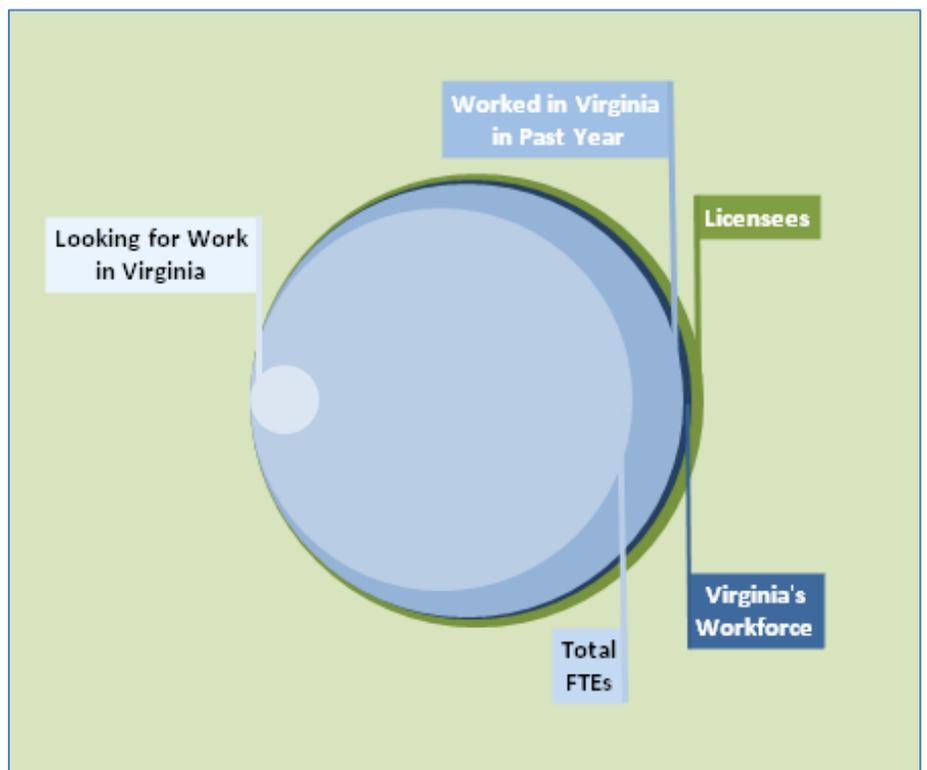
## Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in the past year or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	13,574	98%
Looking for Work in Virginia	346	2%
Virginia's Workforce	13,920	100%
Total FTEs	10,533	
Licensees	14,842	

Source: Va. Healthcare Workforce Data Center

*This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: [www.dhp.virginia.gov/hwdc](http://www.dhp.virginia.gov/hwdc)*



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	864	20%	3,544	80%	4,408	36%
30 to 34	324	16%	1,698	84%	2,022	16%
35 to 39	219	15%	1,264	85%	1,483	12%
40 to 44	179	18%	834	82%	1,013	8%
45 to 49	119	12%	902	88%	1,021	8%
50 to 54	100	12%	718	88%	818	7%
55 to 59	95	13%	647	87%	742	6%
60 +	117	13%	771	87%	888	7%
<b>Total</b>	<b>2,017</b>	<b>16%</b>	<b>10,379</b>	<b>84%</b>	<b>12,396</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	63%	7,323	59%	4,335	55%
Black	19%	2,746	22%	1,878	24%
Asian	6%	1,163	9%	789	10%
Other Race	0%	167	1%	108	1%
Two or more races	2%	401	3%	330	4%
Hispanic	9%	639	5%	496	6%
<b>Total</b>	<b>100%</b>	<b>12,439</b>	<b>100%</b>	<b>7,936</b>	<b>100%</b>

\* Population data in this chart is from the US Census, Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for the United States, States, and Counties: July 1, 2014.

Source: Va. Healthcare Workforce Data Center

64% of all pharmacy technicians are under the age of 40, and 82% of these professionals are female. In addition, the diversity index among those professionals who are under the age of 40 is 63%.

At a Glance:

**Gender**

% Female: 84%  
% Under 40 Female: 82%

**Age**

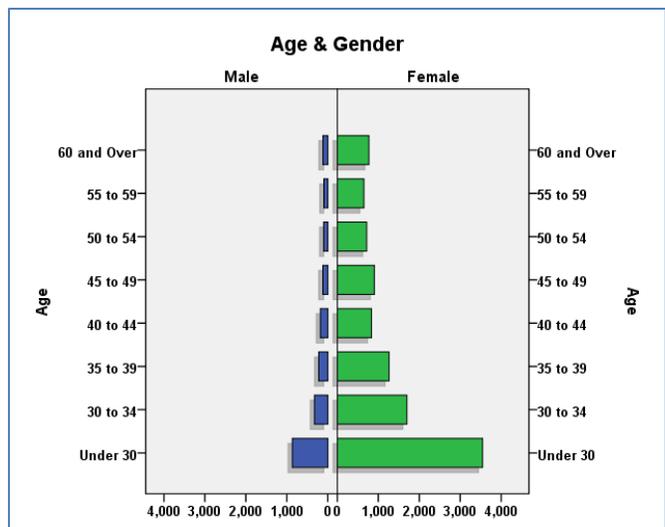
Median Age: 34  
% Under 40: 64%  
% 55+: 13%

**Diversity**

Diversity Index: 59%  
Under 40 Div. Index: 63%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 59% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 55%.



Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Childhood

Urban Childhood: 20%  
 Rural Childhood: 40%

### Virginia Background

HS in Virginia: 75%  
 HS in Va., Past 5 Years: 74%

### Location Choice

% Work Non-Metro: 14%  
 % Rural to Non-Metro: 27%  
 % Urban/Suburban to Non-Metro: 5%

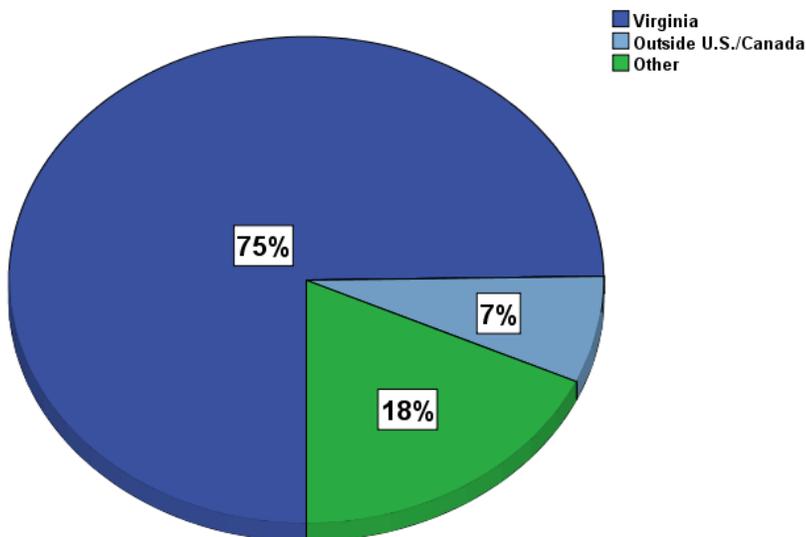
Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
<b>Metro Counties</b>				
1	Metro, 1 million+	25%	50%	26%
2	Metro, 250,000 to 1 million	56%	33%	12%
3	Metro, 250,000 or less	65%	25%	10%
<b>Non-Metro Counties</b>				
4	Urban pop 20,000+, Metro adj	68%	22%	10%
6	Urban pop, 2,500-19,999, Metro adj	78%	13%	9%
7	Urban pop, 2,500-19,999, nonadj	92%	4%	4%
8	Rural, Metro adj	77%	16%	7%
9	Rural, nonadj	68%	22%	10%
<b>Overall</b>		<b>40%</b>	<b>40%</b>	<b>20%</b>

Source: Va. Healthcare Workforce Data Center

## High School Location



Source: Va. Healthcare Workforce Data Center

*40% of pharmacy technicians grew up in self-described rural areas, and 27% of these professionals currently work in non-Metro counties. Overall, 14% of Virginia's pharmacy technician workforce is employed in non-Metro areas of the state.*

## Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	9,188	Virginia	4,290
2	Outside U.S./Canada	873	Outside U.S./Canada	383
3	New York	206	North Carolina	115
4	North Carolina	206	Maryland	107
5	Maryland	170	New York	78
6	West Virginia	161	Florida	65
7	Pennsylvania	153	West Virginia	60
8	Florida	136	Pennsylvania	58
9	California	110	California	53
10	New Jersey	106	Texas	48

Source: Va. Healthcare Workforce Data Center

*75% of Virginia's pharmacy technician workforce received their high school diploma in Virginia.*

*Among those pharmacy technicians who received their initial license in the past five years, 74% have also received their high school degree in the state.*

*6% of Virginia's licensed pharmacy technicians did not participate in the state's workforce in 2016. 76% of these professionals worked at some point in the past year, including 55% who currently work as pharmacy technicians.*

### At a Glance:

#### Not in VA Workforce

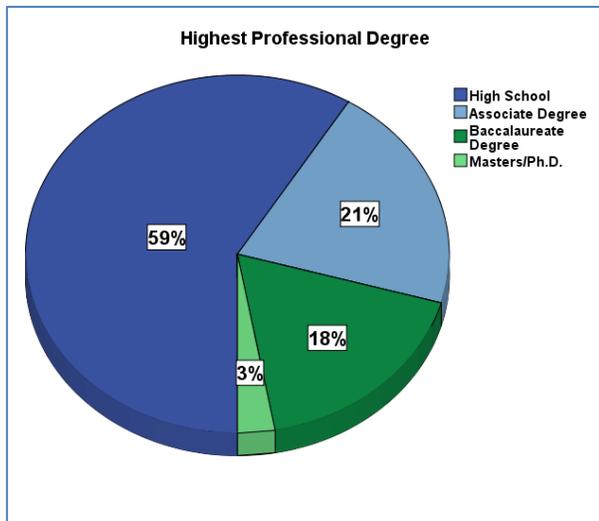
Total:	920
% of Licensees:	6%
Federal/Military:	6%
VA Border State/DC:	36%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Highest Professional Degree		
Degree	#	%
<b>High School/GED</b>	7,169	59%
<b>Associate</b>	2,512	21%
<b>Baccalaureate</b>	2,165	18%
<b>Masters</b>	323	3%
<b>Ph.D.</b>	24	0%
<b>Total</b>	<b>12,193</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*39% of pharmacy technicians currently carry educational debt, including 51% of those under the age of 40. For those with educational debt, the median amount is between \$14,000 and \$16,000.*

## At a Glance:

**Education**  
 High School/GED: 59%  
 Associate Degree: 21%

**Educational Debt**  
 Carry debt: 39%  
 Under age 40 w/ debt: 51%  
 Median debt: \$14k-\$16k

Source: Va. Healthcare Workforce Data Center

*59% of all pharmacy technicians hold either a high school degree or a GED as their highest professional degree.*

Educational Debt				
Amount Carried	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
<b>None</b>	5,930	61%	3,065	49%
<b>Less than \$10,000</b>	1,381	14%	1,109	18%
<b>\$10,000-\$19,999</b>	805	8%	658	11%
<b>\$20,000-\$29,999</b>	601	6%	509	8%
<b>\$30,000 or more</b>	1,072	11%	878	14%
<b>Total</b>	<b>9,789</b>	<b>100%</b>	<b>6,219</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Top Certifications

PTCB:	66%
ExCPT:	9%
Total w/ Cert.:	74%

### Nat'l Certifications

Required:	42%
Pay Raise w/ Cert.:	38%

Source: Va. Healthcare Workforce Data Center

## Professional Certifications

Certification	#	% of Workforce
<b>Pharmacy Technician Certification (PTCB)</b>	9,115	66%
<b>Exam for Certification of Pharmacy Technicians (ExCPT)</b>	1,184	9%
<b>Total</b>	<b>10,299</b>	<b>74%</b>

Source: Va. Healthcare Workforce Data Center

*74% of Virginia's pharmacy workforce holds a professional certification, including 66% who have a Pharmacy Technician Certification (PTCB).*

*42% of pharmacy technicians work for an employer that requires a national certification as a condition of employment. In addition, 38% of employers offer a pay raise for those pharmacy technicians that have earned a national certification.*

## National Certifications

Required for Employment?	#	%
<b>Yes</b>	5,096	42%
<b>No</b>	6,902	58%
Pay Raise with Certification?	#	%
<b>Yes</b>	3,926	38%
<b>No</b>	4,943	48%
<b>No Certification Held</b>	1,341	13%

Source: Va. Healthcare Workforce Data Center

## At a Glance:

### Employment

Employed in Profession: 80%  
Involuntarily Unemployed: 1%

### Positions Held

1 Full-time: 63%  
2 or More Positions: 10%

### Weekly Hours:

40 to 49: 43%  
60 or more: 3%  
Less than 30: 17%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	24	0%
Employed in a pharmacy technician-related capacity	9,682	80%
Employed, NOT in a pharmacy technician-related capacity	1,841	15%
Not working, reason unknown	0	0%
Involuntarily unemployed	170	1%
Voluntarily unemployed	409	3%
Retired	46	0%
<b>Total</b>	<b>12,172</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*80% of Virginia's pharmacy technicians are currently employed in the profession, while only 1% are involuntarily unemployed at the moment. 63% of all pharmacy technicians currently hold one full-time job, and 43% work between 40 and 49 hours per week.*

Current Positions		
Positions	#	%
No Positions	625	5%
One Part-Time Position	2,615	22%
Two Part-Time Positions	242	2%
One Full-Time Position	7,583	63%
One Full-Time Position & One Part-Time Position	820	7%
Two Full-Time Positions	34	0%
More than Two Positions	55	0%
<b>Total</b>	<b>11,974</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	625	5%
1 to 9 hours	373	3%
10 to 19 hours	678	6%
20 to 29 hours	985	8%
30 to 39 hours	3,269	28%
40 to 49 hours	4,958	43%
50 to 59 hours	422	4%
60 to 69 hours	123	1%
70 to 79 hours	100	1%
80 or more hours	123	1%
<b>Total</b>	<b>11,656</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Income		
Annual Income	#	%
<b>Volunteer Work Only</b>	143	3%
<b>Less than \$10,000</b>	641	12%
<b>\$10,000-\$14,999</b>	519	10%
<b>\$15,000-\$19,999</b>	577	11%
<b>\$20,000-\$24,999</b>	848	16%
<b>\$25,000-\$29,999</b>	811	15%
<b>\$30,000-\$34,999</b>	685	13%
<b>\$35,000-\$39,999</b>	483	9%
<b>\$40,000-\$44,999</b>	304	6%
<b>\$45,000-\$49,999</b>	188	4%
<b>\$50,000 or more</b>	219	4%
<b>Total</b>	<b>5,418</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

## At a Glance:

**Annual Income**  
Median Income: \$20k-25k

**Benefits**  
Employer Health Ins.: 54%  
Employer Retirement: 47%

**Satisfaction**  
Satisfied: 90%  
Very Satisfied: 49%

Source: Va. Healthcare Workforce Data Center

Job Satisfaction		
Level	#	%
<b>Very Satisfied</b>	5,881	49%
<b>Somewhat Satisfied</b>	4,906	41%
<b>Somewhat Dissatisfied</b>	789	7%
<b>Very Dissatisfied</b>	334	3%
<b>Total</b>	<b>11,910</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

*The typical pharmacy technician earns between \$20,000 and \$25,000 per year. Among pharmacy technicians who receive either an hourly wage or a salary as compensation at the primary work location, 54% receive health insurance and 47% have access to a retirement plan.*

Employer-Sponsored Benefits			
Benefit	#	%	% of Wage/Salary Employees
<b>Paid Leave</b>	5,836	60%	54%
<b>Health Insurance</b>	5,778	60%	54%
<b>Dental Insurance</b>	5,469	56%	51%
<b>Retirement</b>	5,017	52%	47%
<b>Group Life Insurance</b>	3,221	33%	30%
<b>Signing/Retention Bonus</b>	305	3%	3%
<b>Received At Least One Benefit</b>	<b>7,455</b>	<b>77%</b>	<b>69%</b>

\*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	183	1%
Experience Voluntary Unemployment?	481	3%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	585	4%
Work two or more positions at the same time?	1,555	11%
Switch employers or practices?	615	4%
<b>Experienced at least One</b>	<b>2,869</b>	<b>21%</b>

Source: Va. Healthcare Workforce Data Center

*Only 1% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2016. For comparison, Virginia’s average monthly unemployment rate was 4.0%.<sup>1</sup>*

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
<b>Not Currently Working at this Location</b>	358	3%	301	13%
<b>Less than 6 Months</b>	1,045	9%	325	14%
<b>6 Months to 1 Year</b>	1,106	10%	239	11%
<b>1 to 2 Years</b>	2,685	24%	417	19%
<b>3 to 5 Years</b>	2,513	23%	469	21%
<b>6 to 10 Years</b>	1,555	14%	248	11%
<b>More than 10 Years</b>	1,868	17%	250	11%
<b>Subtotal</b>	<b>11,130</b>	<b>100%</b>	<b>2,249</b>	<b>100%</b>
<b>Did not have location</b>	772		11,345	
<b>Item Missing</b>	2,018		325	
<b>Total</b>	<b>13,920</b>		<b>13,920</b>	

Source: Va. Healthcare Workforce Data Center

*92% of pharmacy technicians receive an hourly wage at their primary work location, while most remaining pharmacy technicians receive a salary or commission.*

**At a Glance:**

**Unemployment Experience 2016**

Involuntarily Unemployed: 1%  
Underemployed: 4%

**Stability**

Switched: 4%  
New Location: 24%  
Over 2 years: 53%  
Over 2 yrs, 2<sup>nd</sup> location: 43%

**Employment Type**

Hourly Wage: 92%

Source: Va. Healthcare Workforce Data Center

*53% of pharmacy technicians have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.*

Employment Type		
Primary Work Site	#	%
<b>Hourly Wage</b>	9,682	92%
<b>Salary/ Commission</b>	708	7%
<b>Unpaid</b>	56	1%
<b>By Contract/Per Diem</b>	55	1%
<b>Business/ Practice Income</b>	23	0%
<b>Subtotal</b>	<b>10,524</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

<sup>1</sup> As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 4.4% in January to 3.8% in December. At the time of publication, results from December were still preliminary.

## At a Glance:

### Concentration

Top Region:	24%
Top 3 Regions:	67%
Lowest Region:	2%

### Locations

2 or more (Past Year):	22%
2 or more (Now*):	18%

Source: Va. Healthcare Workforce Data Center

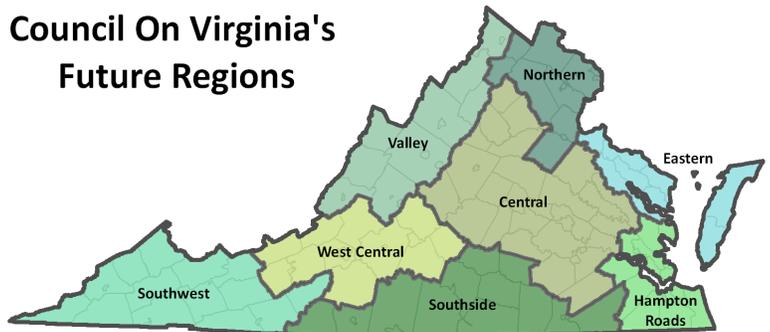
*Central Virginia, Hampton Roads, and Northern Virginia employ two-thirds of all pharmacy technicians in the state.*

## A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,667	24%	551	22%
Eastern	244	2%	48	2%
Hampton Roads	2,401	22%	571	23%
Northern	2,327	21%	565	23%
Southside	512	5%	89	4%
Southwest	788	7%	140	6%
Valley	765	7%	133	5%
West Central	1,271	12%	249	10%
Virginia Border State/DC	34	0%	42	2%
Other US State	16	0%	54	2%
Outside of the US	1	0%	12	0%
<b>Total</b>	<b>11,026</b>	<b>100%</b>	<b>2,454</b>	<b>100%</b>
<b>Item Missing</b>	<b>2,122</b>		<b>119</b>	

Source: Va. Healthcare Workforce Data Center

## Council On Virginia's Future Regions



*18% of all pharmacy technicians currently have multiple work locations, while 22% had multiple work locations over the past year.*

Locations	Number of Work Locations			
	Work Locations in Past Year		Work Locations Now*	
	#	%	#	%
<b>0</b>	345	3%	610	5%
<b>1</b>	8,523	75%	8,800	77%
<b>2</b>	1,550	14%	1,215	11%
<b>3</b>	834	7%	717	6%
<b>4</b>	60	1%	27	0%
<b>5</b>	35	0%	23	0%
<b>6 or More</b>	64	1%	20	0%
<b>Total</b>	<b>11,412</b>	<b>100%</b>	<b>11,412</b>	<b>100%</b>

\*At the time of survey completion, December 2016.

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
<b>For-Profit</b>	7,812	75%	1,490	72%
<b>Non-Profit</b>	1,530	15%	339	16%
<b>State/Local Government</b>	706	7%	154	7%
<b>Veterans Administration</b>	40	0%	6	0%
<b>U.S. Military</b>	187	2%	34	2%
<b>Other Federal Gov't</b>	129	1%	41	2%
<b>Total</b>	<b>10,404</b>	<b>100%</b>	<b>2,064</b>	<b>100%</b>
<b>Did not have location</b>	772		11345	
<b>Item Missing</b>	2,744		511	

Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

**Sector**

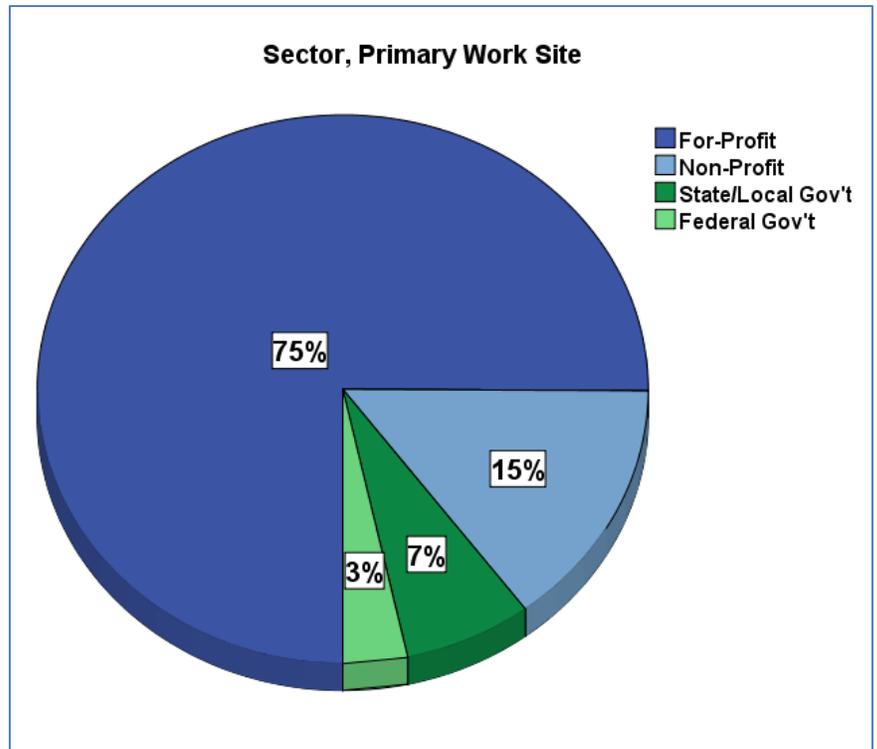
For Profit:	75%
Federal:	3%

**Top Establishments**

Large Chain Pharmacy: (11+ Stores)	35%
Hospital/Health System: (Inpatient)	14%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

*90% of Virginia's pharmacy technicians work in the private sector, including 75% who work in a for-profit establishment. Another 7% of pharmacy technicians work for a state or local government.*



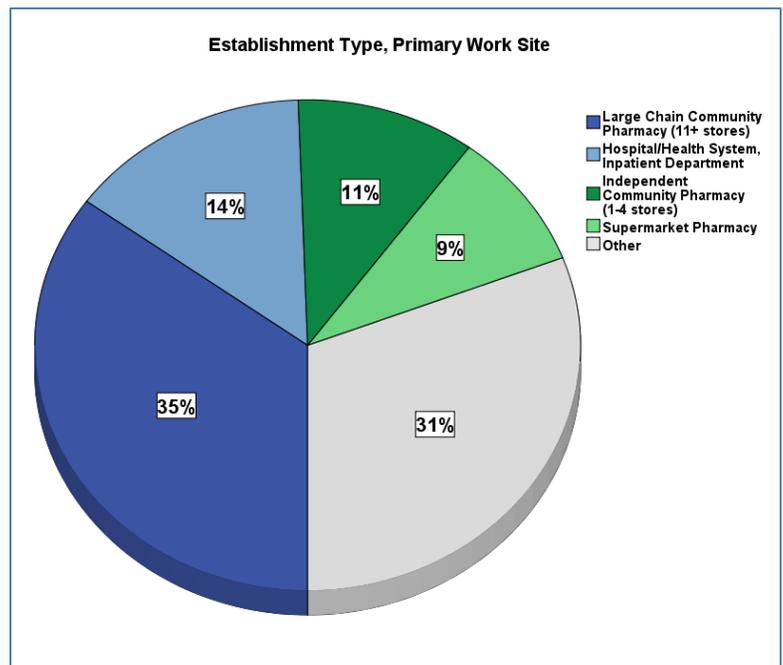
Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ stores)	3,603	35%	689	34%
Hospital/Health System, Inpatient Department	1,490	14%	225	11%
Independent Community Pharmacy (1-4 stores)	1,094	11%	180	9%
Supermarket Pharmacy	939	9%	155	8%
Hospital/Health System, Outpatient Department	534	5%	85	4%
Nursing Home/Long-Term Care	489	5%	66	3%
Mass Merchandiser (i.e. Big Box Store)	429	4%	65	3%
Clinic-Based Pharmacy	253	2%	42	2%
Pharmacy Benefit Administration (e.g. PBM, Managed Care)	186	2%	22	1%
Home Health/Infusion	137	1%	35	2%
Small Chain Community Pharmacy (5-10 stores)	114	1%	24	1%
Academic Institution	97	1%	59	3%
Mail Service Pharmacy	82	1%	9	0%
Manufacturer	37	0%	8	0%
Wholesale Distributor	35	0%	13	1%
Other	781	8%	325	16%
<b>Total</b>	<b>10,300</b>	<b>100%</b>	<b>2,002</b>	<b>100%</b>
<b>Did Not Have Location</b>	<b>772</b>		<b>11,345</b>	

Large Chain Community Pharmacies (i.e. pharmacies with more than 10 stores) employ 35% of Virginia's pharmacy technician workforce, the most of any establishment type in the state.

Source: Va. Healthcare Workforce Data Center

For pharmacy technicians who also have a secondary work location, 34% are employed by large chain community pharmacies.



Source: Va. Healthcare Workforce Data Center

## At a Glance: (Primary Locations)

### Typical Time Allocation

Medication Disp.: 70%-79%  
Administration: 1%-9%  
Teaching 1%-9%

### Roles

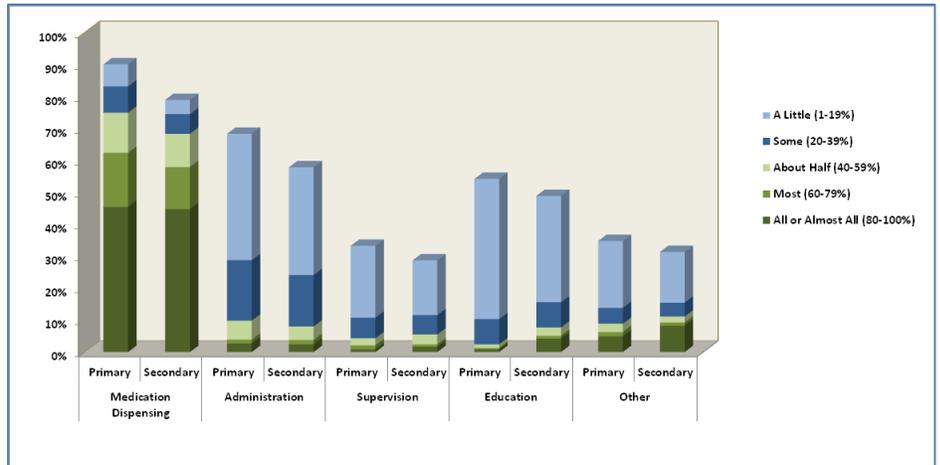
Medication Disp.: 62%  
Administration: 4%  
Supervision: 2%  
Education: 1%

### Patient Care Pharm. Techs.

Median Admin Time: 1%-9%  
Ave. Admin Time: 1%-9%

Source: Va. Healthcare Workforce Data Center

## A Closer Look:



Source: Va. Healthcare Workforce Data Center

*62% of pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.*

Time Allocation										
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
<b>All or Almost All (80-100%)</b>	45%	45%	3%	2%	1%	2%	1%	4%	5%	8%
<b>Most (60-79%)</b>	17%	13%	1%	1%	1%	1%	0%	1%	1%	1%
<b>About Half (40-59%)</b>	13%	10%	6%	4%	2%	3%	1%	3%	3%	2%
<b>Some (20-39%)</b>	8%	6%	19%	16%	6%	6%	8%	8%	5%	4%
<b>A Little (1-19%)</b>	7%	4%	40%	34%	22%	17%	44%	33%	21%	16%
<b>None (0%)</b>	10%	21%	32%	42%	67%	71%	46%	51%	65%	69%

Source: Va. Healthcare Workforce Data Center

**A Closer Look:**

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
<b>Under age 50</b>	2,270	24%	-	-
<b>50 to 54</b>	495	5%	35	2%
<b>55 to 59</b>	650	7%	126	7%
<b>60 to 64</b>	1,514	16%	469	25%
<b>65 to 69</b>	2,188	23%	784	42%
<b>70 to 74</b>	611	6%	195	10%
<b>75 to 79</b>	185	2%	56	3%
<b>80 or over</b>	115	1%	17	1%
<b>I do not intend to retire</b>	1,448	15%	197	10%
<b>Total</b>	<b>9,476</b>	<b>100%</b>	<b>1,879</b>	<b>100%</b>

Source: Va. Healthcare Workforce Data Center

**At a Glance:**

**Retirement Expectations**

**All Pharmacy Technicians**

Under 65: 52%

Under 60: 36%

**Pharm. Tech. 50 and over**

Under 65: 34%

Under 60: 9%

**Time until Retirement**

Within 2 years: 4%

Within 10 years: 14%

Half the workforce: By 2041

Source: Va. Healthcare Workforce Data Center

*52% of all pharmacy technicians expect to retire by the age of 65, including 36% who expect to retire no later than the age of 60. Among pharmacy technicians who are age 50 and over, 34% expect to retire by the age of 65.*

*Within the next two years, 22% of all pharmacy technicians expect to pursue additional educational opportunities, and 7% want to increase their patient care hours.*

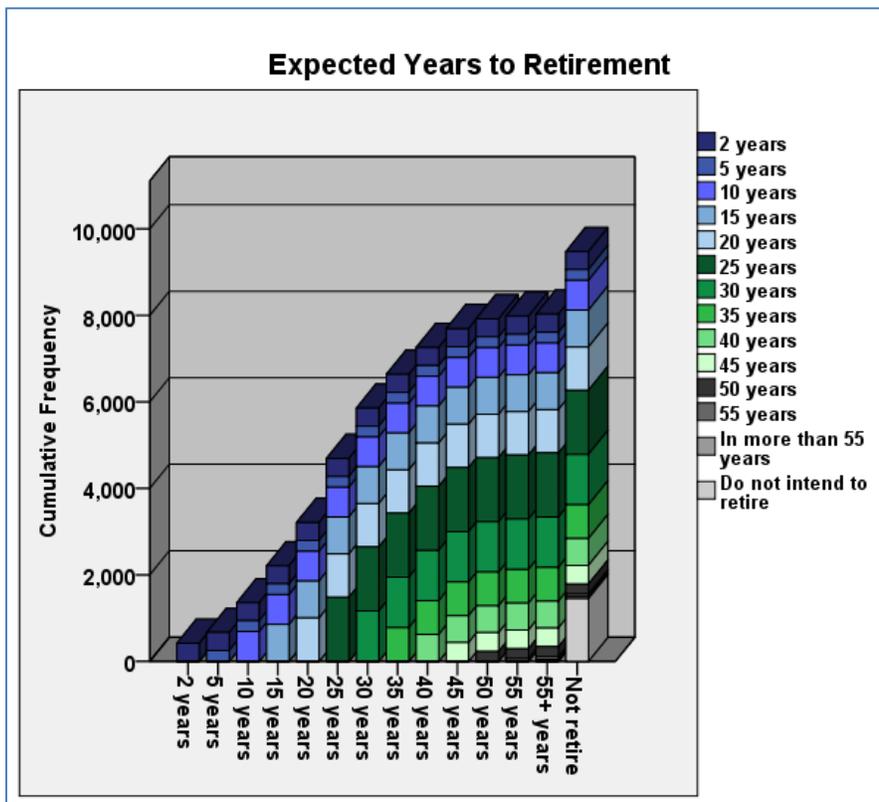
Future Plans		
2 Year Plans:	#	%
<b>Decrease Participation</b>		
<b>Leave Profession</b>	1,135	8%
<b>Leave Virginia</b>	568	4%
<b>Decrease Patient Care Hours</b>	193	1%
<b>Decrease Teaching Hours</b>	130	1%
<b>Increase Participation</b>		
<b>Increase Patient Care Hours</b>	990	7%
<b>Increase Teaching Hours</b>	707	5%
<b>Pursue Additional Education</b>	3,095	22%
<b>Return to Virginia's Workforce</b>	197	1%

Source: Va. Healthcare Workforce Data Center

*By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 14% plan on retiring within the next ten years. Half of the current workforce expects to retire by 2041.*

Time to Retirement			
Expect to retire within. . .	#	%	Cumulative %
<b>2 years</b>	417	4%	4%
<b>5 years</b>	250	3%	7%
<b>10 years</b>	688	7%	14%
<b>15 years</b>	853	9%	23%
<b>20 years</b>	1,003	11%	34%
<b>25 years</b>	1,481	16%	50%
<b>30 years</b>	1,164	12%	62%
<b>35 years</b>	780	8%	70%
<b>40 years</b>	621	7%	77%
<b>45 years</b>	434	5%	81%
<b>50 years</b>	229	2%	84%
<b>55 years</b>	62	1%	84%
<b>In more than 55 years</b>	46	0%	85%
<b>Do not intend to retire</b>	1,448	15%	100%
<b>Total</b>	<b>9,476</b>	<b>100%</b>	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

*Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2036. Retirements will peak at 16% of the current workforce around 2041 before declining to below 10% of the current workforce again around 2051.*

## At a Glance:

### FTEs

Total: 10,533  
 FTEs/1,000 Residents: 1.265  
 Average: 0.80

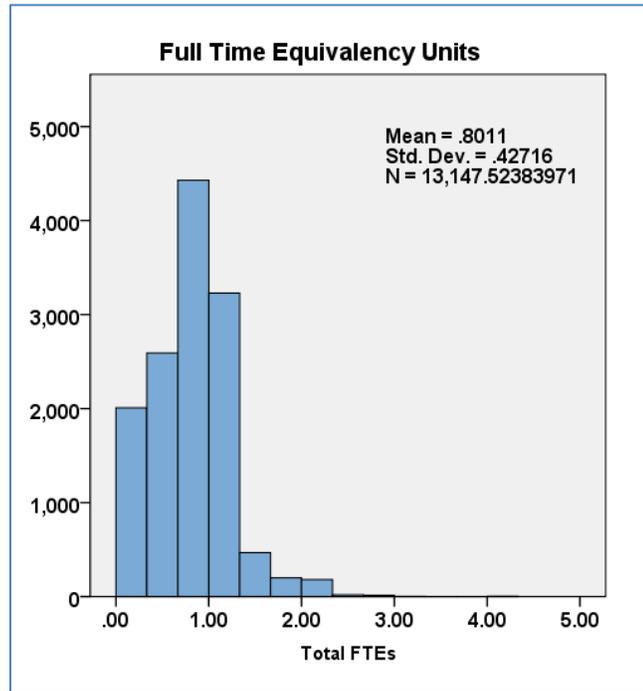
### Age & Gender Effect

Age, Partial Eta<sup>2</sup>: Small  
 Gender, Partial Eta<sup>2</sup>: Negligible

*Partial Eta<sup>2</sup> Explained:*  
 Partial Eta<sup>2</sup> is a statistical measure of effect size.

Source: Va. Healthcare Workforce Data Center

## A Closer Look:

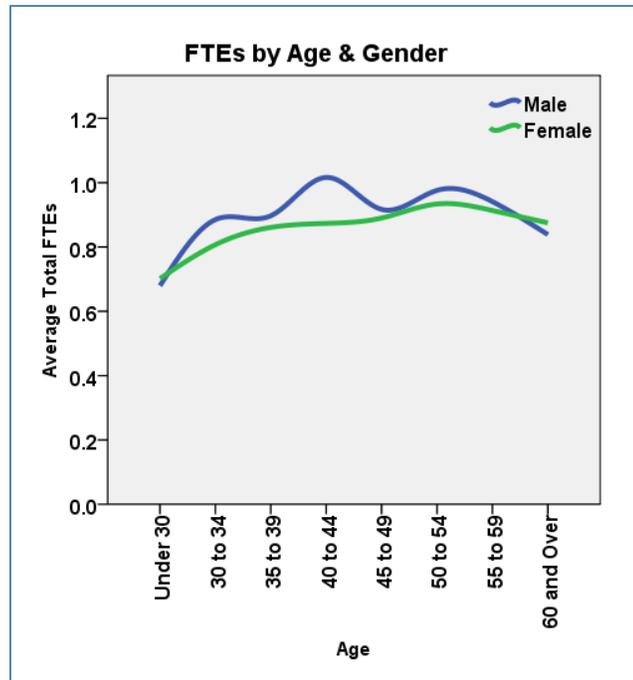


Source: Va. Healthcare Workforce Data Center

*The typical pharmacy technician provided 0.83 FTEs in 2016, or approximately 33 hours per week for 50 weeks. Although FTEs appear to vary by both age and gender, statistical tests did not verify that a difference exists.<sup>2</sup>*

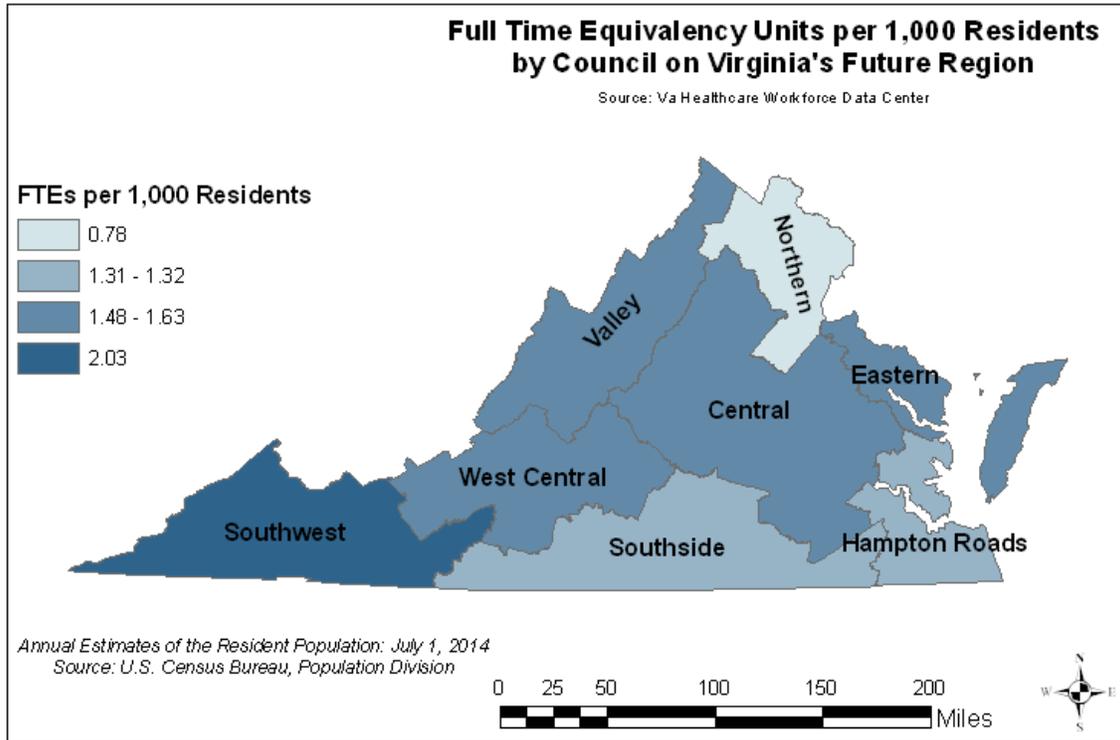
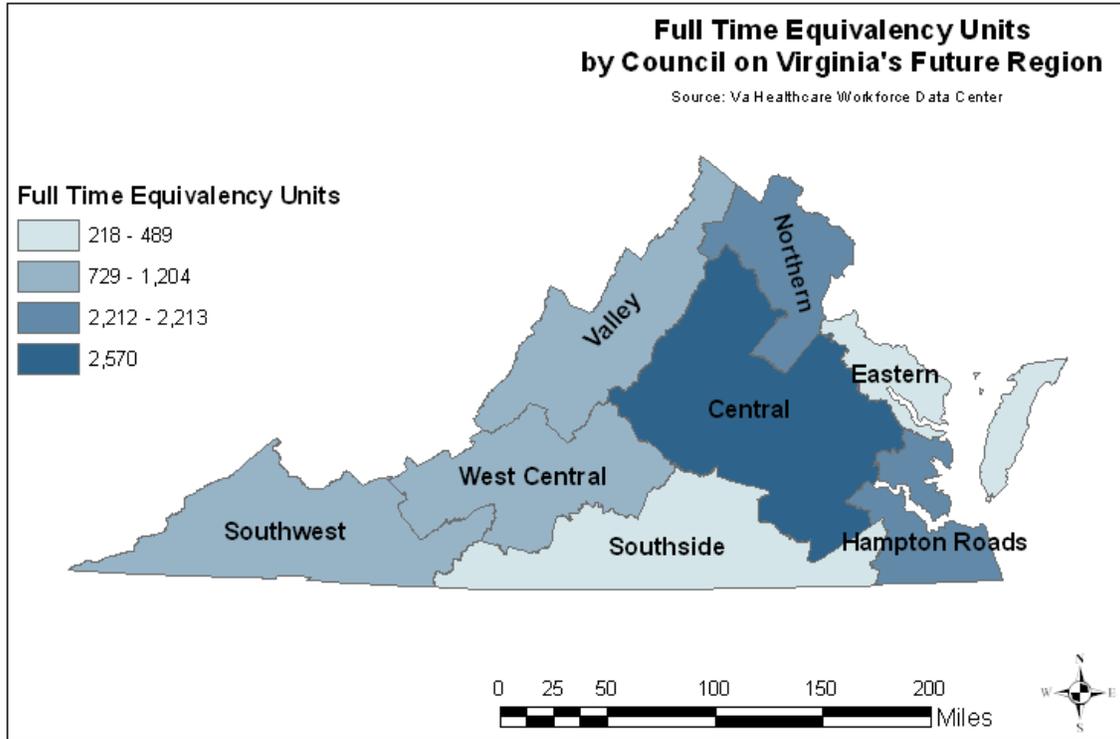
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.69	0.62
30 to 34	0.82	0.80
35 to 39	0.86	0.89
40 to 44	0.86	0.92
45 to 49	0.87	0.93
50 to 54	0.93	0.93
55 to 59	0.87	0.93
60 and Over	0.86	0.83
Gender		
Male	0.82	0.89
Female	0.81	0.86

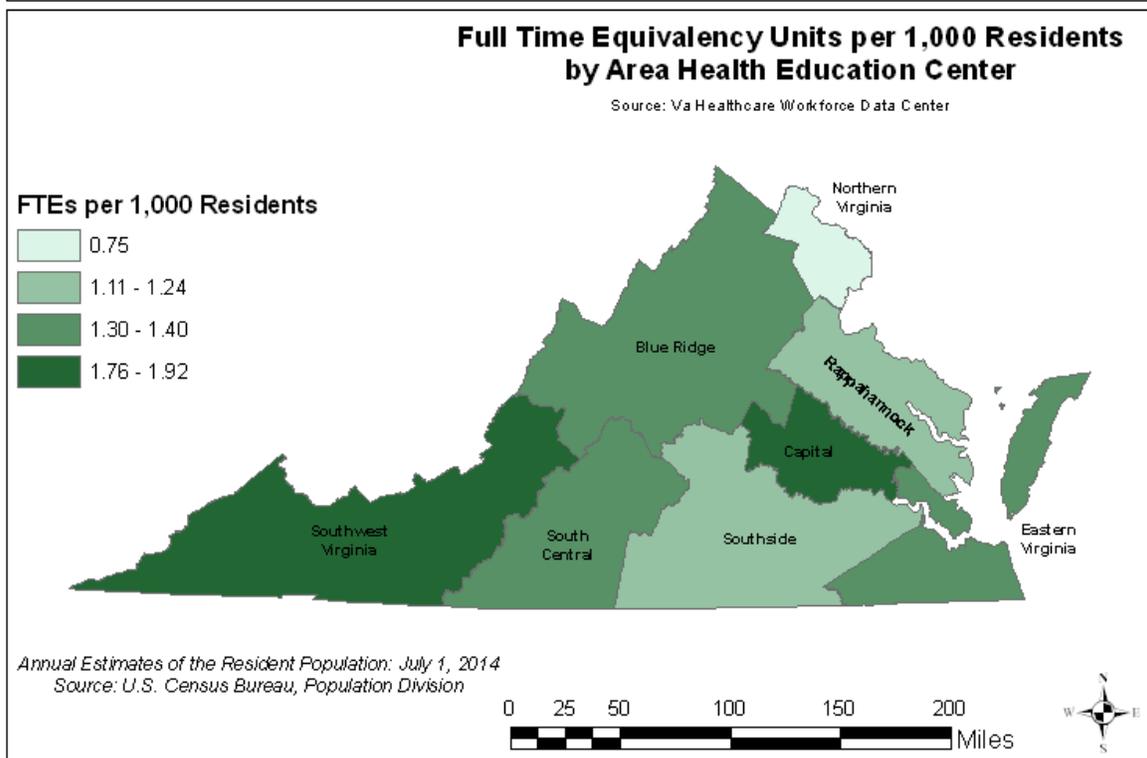
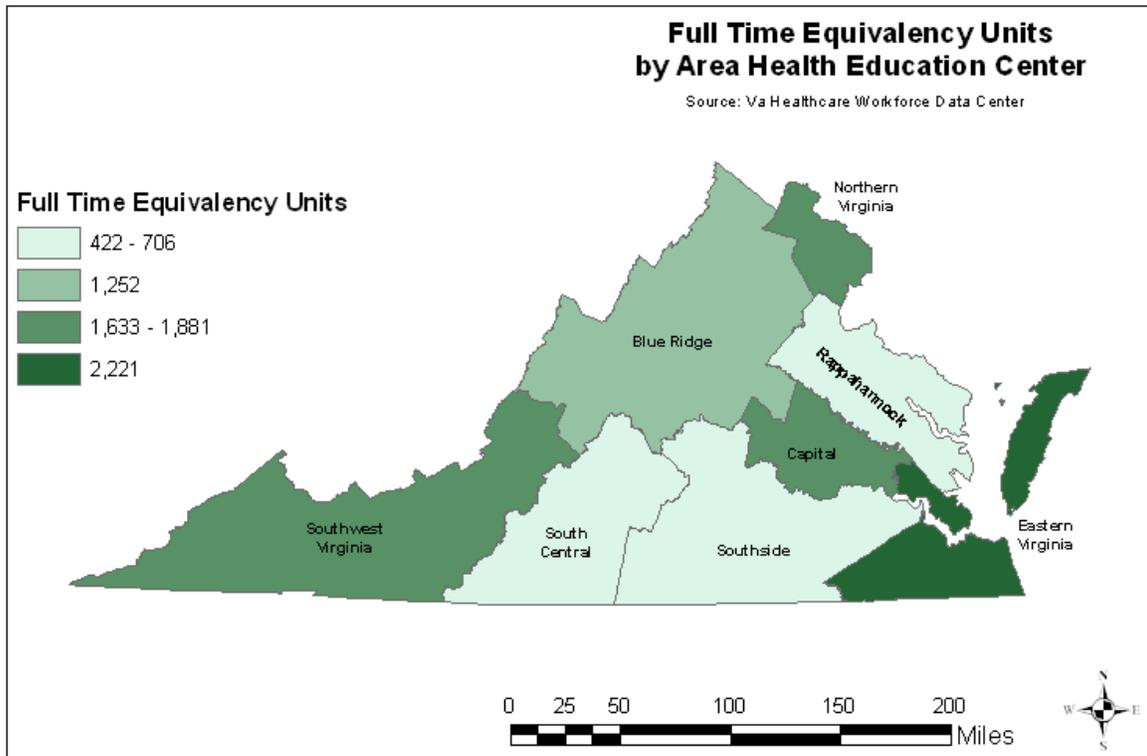
Source: Va. Healthcare Workforce Data Center

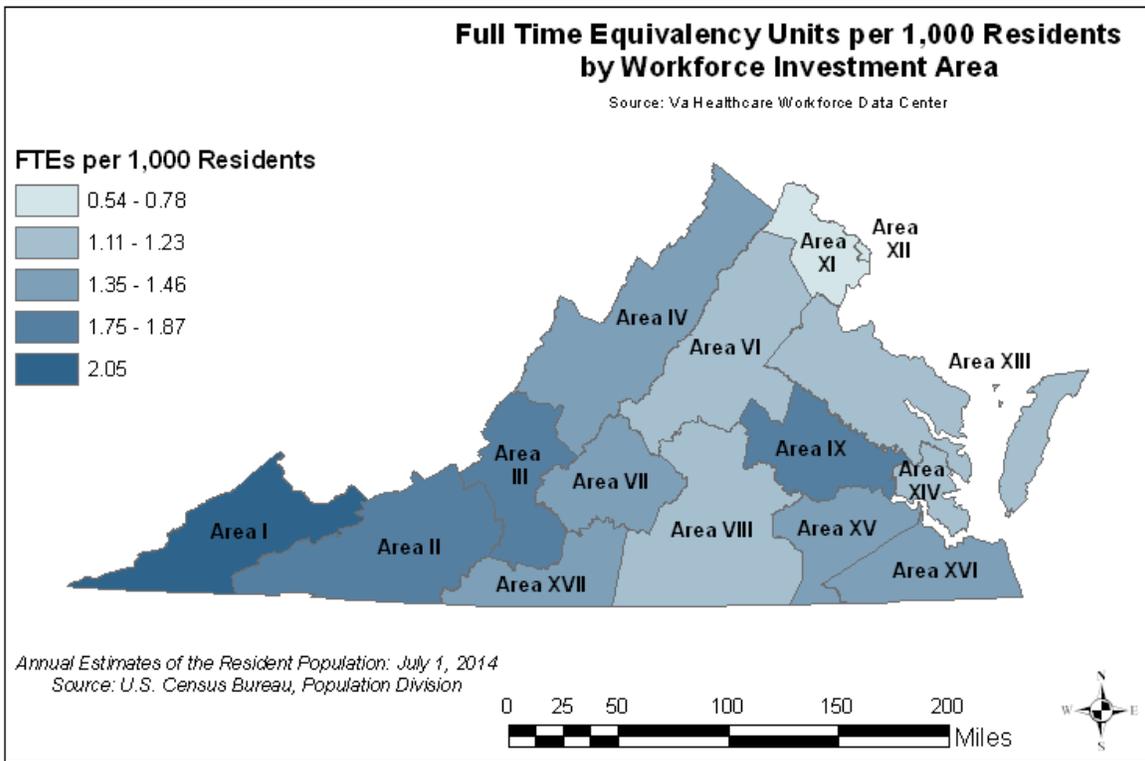
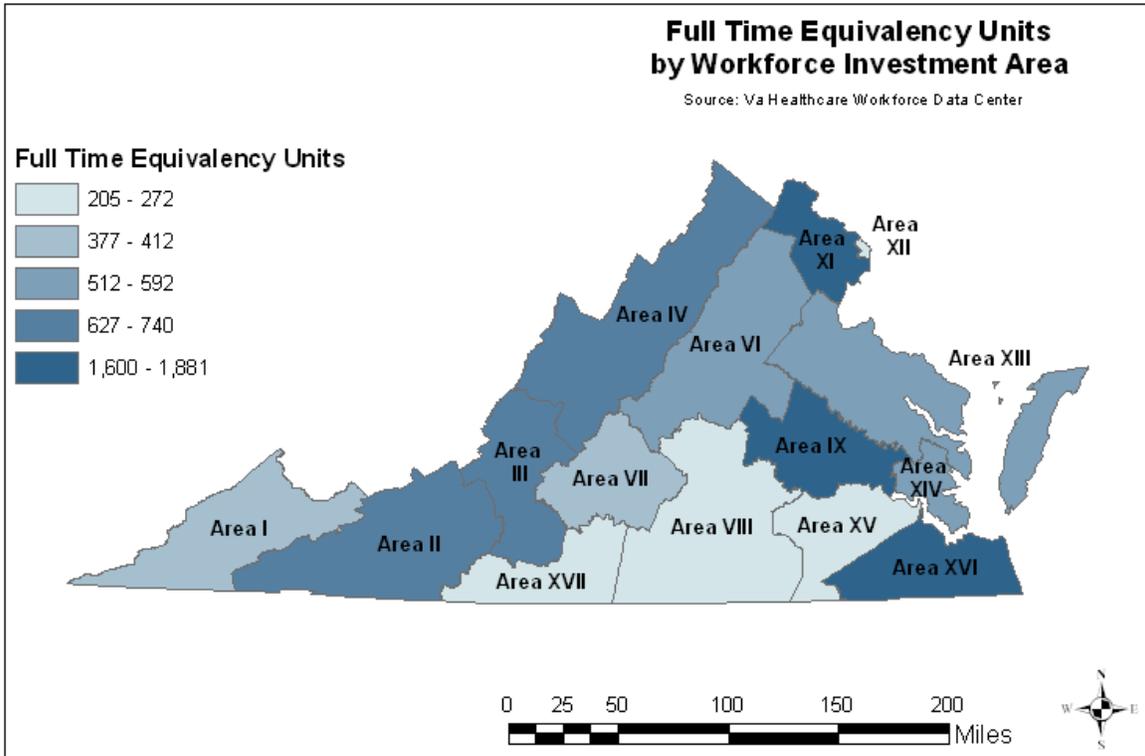


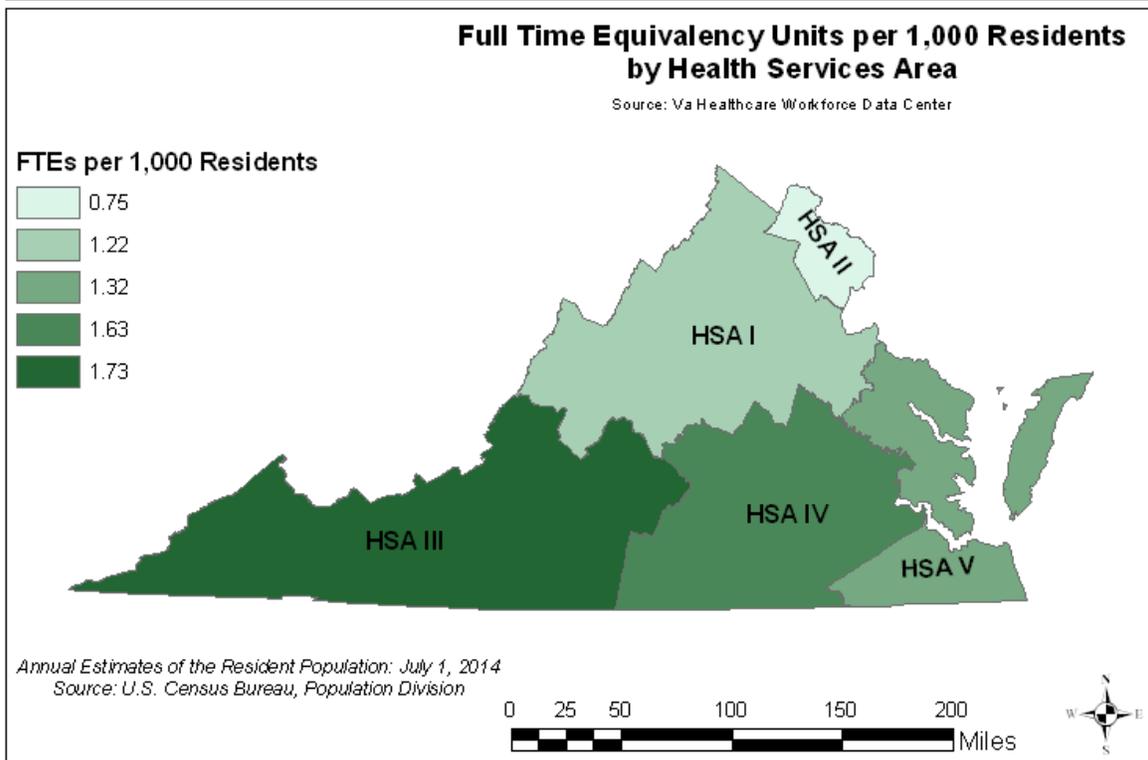
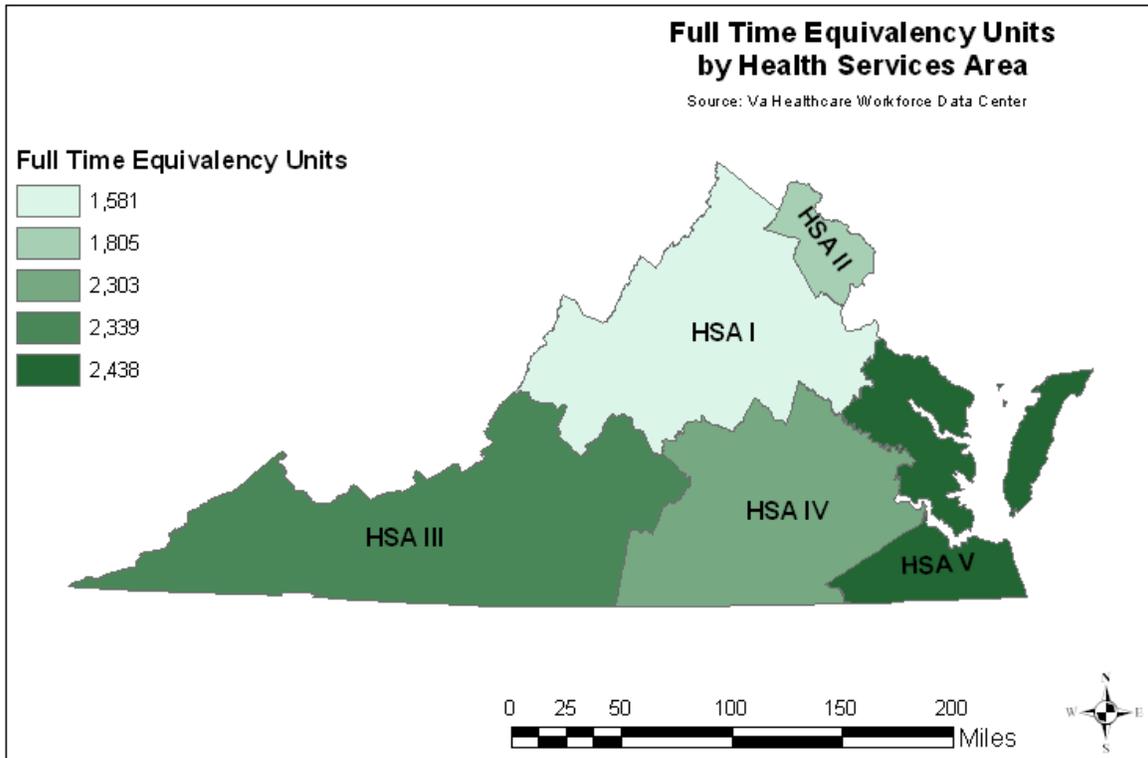
Source: Va. Healthcare Workforce Data Center

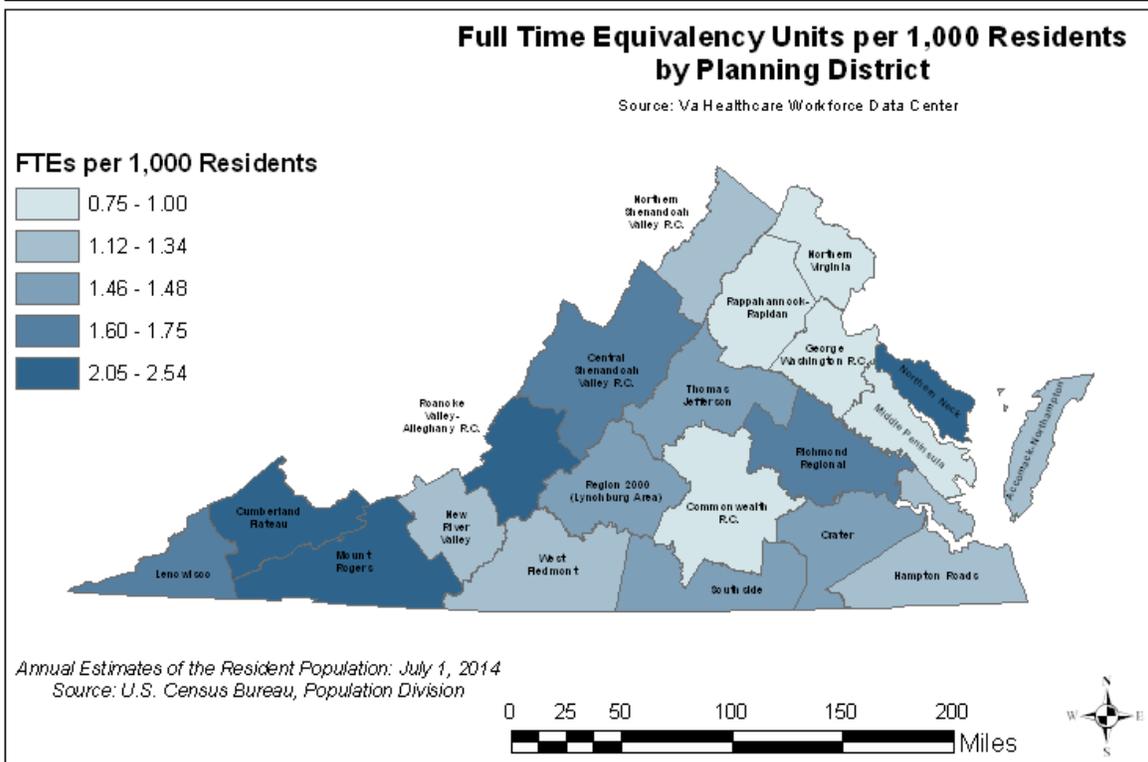
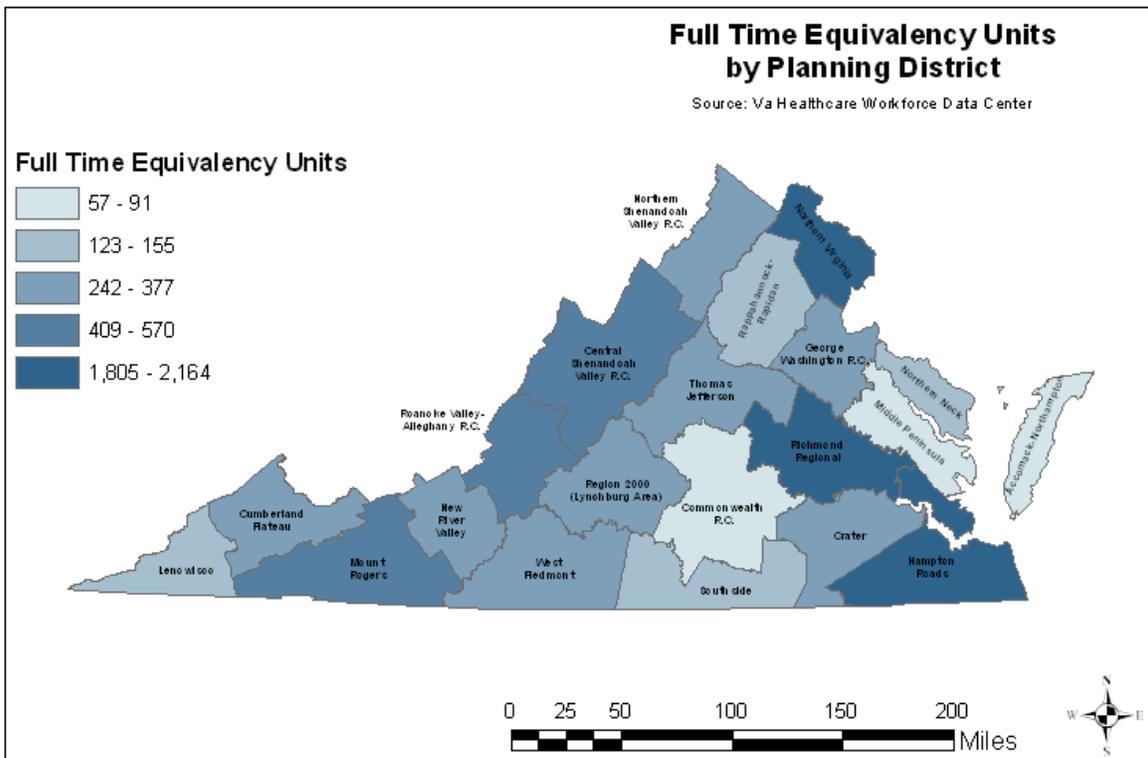
<sup>2</sup> Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











## Appendix

### Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	9,103	72.65%	1.376531	1.175653	1.593908
Metro, 250,000 to 1 million	1,395	79.43%	1.259025	1.075295	1.457846
Metro, 250,000 or less	1,382	76.99%	1.298872	1.109327	1.503985
Urban pop 20,000+, Metro adj	327	78.29%	1.277344	1.09094	1.479057
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	693	78.79%	1.269231	1.084011	1.469663
Urban pop, 2,500-19,999, nonadj	545	74.50%	1.342365	1.146473	1.554346
Rural, Metro adj	315	74.29%	1.346154	1.149709	1.558734
Rural, nonadj	239	74.90%	1.335196	1.14035	1.546045
Virginia border state/DC	634	58.99%	1.695187	1.447808	1.962885
Other US State	209	46.41%	2.154639	1.840212	2.494892

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	5,075	63.29%	1.580012	1.457846	2.494892
30 to 34	2,429	73.86%	1.353958	1.24927	2.137944
35 to 39	1,768	77.32%	1.293343	1.193342	2.042232
40 to 44	1,260	81.19%	1.231672	1.136439	1.94485
45 to 49	1,254	81.66%	1.224609	1.129923	1.933699
50 to 54	1,007	81.43%	1.228049	1.133096	1.93913
55 to 59	923	85.81%	1.165404	1.075295	1.840212
60 and Over	1,126	75.04%	1.332544	1.229512	2.104132

See the Methods section on the HWDC website for details on HWDC Methods:

[www.dhp.virginia.gov/hwdc/](http://www.dhp.virginia.gov/hwdc/)

Final weights are calculated by multiplying the two weights and the overall response rate:

$$\text{Age Weight} \times \text{Rural Weight} \times \text{Response Rate} = \text{Final Weight.}$$

**Overall Response Rate: 0.732853**

